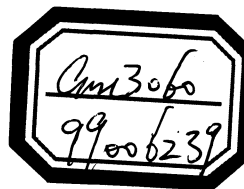


Ingraham

## Manager Replacement Case



## Situation:

1. You are president of the Board of Directors of your local coop elevator.
2. The manager of your coop announced last week he is leaving March 1, 1970 - Retiring after 20 years as manager.
3. You have Joe Doaks, 40 years old, a local man who has been with the elevator for 22 years.

Joe grew up on a farm south of town and joined the coop when he got out of high school. Joe's first job was driving a truck. Since then he has done about every job at the elevator. He knows everyone. He is popular with customers. Joe has been staying home running the business while the manager attends coop meetings, manager meetings, etc.

Some members have said Joe deserves a chance to manage. He has been a hard working employee, honest as the day is long.

Elmer Hinkenloper - Manager of an elevator in the next county, heard about the opening and called on you to tell you of his interest and availability.

You are having a regular board meeting, the first since you knew for sure your manager was retiring.

Comment:

What are you as President going to do?

Comment:

What action should the Board of Directors take?